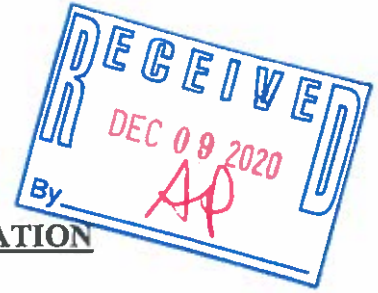


# **EXHIBIT 1**

THE COMMONWEALTH OF MASSACHUSETTS  
COMMISSION AGAINST DISCRIMINATION  
One Ashburton Place, Boston, MA 02108  
Phone: (617) 994-6000 Fax: (617) 994-6024



**NOTICE OF SUBSTANTIAL WEIGHT DETERMINATION**

December 4, 2020

Paul Jones  
572 Park Street  
Stoughton, MA 02072

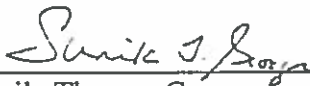
Re: Paul Jones vs. Montachusets Regional Transportation Authority  
Docket No. 19BEM00522  
EEOC No: 523-2018-01934

Dear Complainant:

The Equal Employment Opportunity Commission (EEOC) has informed the Massachusetts Commission of Discrimination (MCAD) of a Final Determination dated February 19, 2019 in the above-referenced case. After review, we are in agreement with the EEOC and have granted substantial weight to the EEOC's determination. We have also determined that the charge reveals no distinct, independent jurisdiction under the discrimination laws separately enforced by the MCAD. This determination concludes the MCAD's investigative process and processing of the case. Therefore, this complaint has been dismissed at the MCAD.

Please note that pursuant to M.G.L. c.151B, §9, you may have the right to file a complaint in court alleging violations of M.G.L. c.151B. There are time deadlines for filing a complaint in court, including that any complaint alleging violations of M.G.L. c.151B must be filed within three (3) years from the time that you knew or should have known that you were subjected to discriminatory conduct.

Sincerely,

  
\_\_\_\_\_  
Sunila Thomas George  
Chairwoman

cc:  
Montachusets Regional Transportation Authority  
Attn: Director of Human Resources  
1427 Water Street  
Fitchburg, MA 01420